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DOSEPH F. MARZEN
Acting Chief, TSS/GARD

CHARLES J. RYAN AC/TSS/AUTH

78 17 3

WE ATTACHED MEMORANDUN

G-3467 10 January 1956

MEMORANDUM FOR:

Chief, TSS Administrative Staff

SUBJECT

Request for Promotion - Herman E, Kimsey

1. It is requested that Herman E. Kimsey be promoted from GS-12 to GS-13. Mr. Kimsey has been in grade for over 18 months. Mr. Kimsey has been Chief of the A&R Section of GARD for over 22 months. During this time he has exhibited ability in conducting and managing the activities of his branch. Mr. Kimsey is a Questioned Documents Analyst and is well-fitted to perform the duties required of the A&R Branch.

2. It is recommended that Mr. Kimsey be promoted to GS-13.

JOSEPH F. MARZEN Acting Chief, ISS/GARD

Distribution:

Addressee

1 - TSS/SRB

1 - TSS/GARD/file

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SECRET (then filled in)

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PERSONNEL DATA SHEET

NAME: KIMSEY, Herman F.

AGE:

39 years

27 May 1955

STATION Westington, D.C. AND DUTIES: 10 Tech Aids

DD/P UNIT:

PRIMARY CAREER DESIGNATION:

PRESENT GRADE: GE-11 PROPOSED GRADE: 00-12

PRESENT T/O SLOT

EY 92

CIA TRAINING:

NUMBER AND GRADE:

PROPOSED T/O SLOT NUMBER AND GRADE:

GS-12

EDUCATION: Two years college - no degree

LANGUAGE PROFICIENCY:

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TYPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SEU-CGS):

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SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

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RECOMMENDED BY:

CHARLIS YECH, JR. Chief, TSS/GARB

CONCURRENCES:

RECOMMENDATION OF CAREER SERVICE BOARD: Mr. Kimsey has been acting thref of the Analysis and Research Eranch of 6.20 for over 12 months and during this time has exhibited shility in conducting and directing the activities of this Prench. Er. Kinsey is a professional document analyst and is very well fittle to refrential duties abhuried of the Analysis and Research Pranch, tota in its connections as Quality Con rol for GARD document production and as Landwriting Typewriter and Felsification analyst. Request that in the foregoing, Tr. Kimsey be promoted to CC-12 th the .

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FORM NO. 59-44

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Subject continues to perform his duties as Supervisor of Engineering complex A&R activities in a competent manner. His knowledge of the identical aspects of his Sections' many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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Herman Edward Kimsey Attachment I

1962 to Precent - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific eases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presentedme with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

Questioned Document Analyst - (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDY consulting and advisory work.

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

I. DUTTE AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Grestioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range carabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically: .

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Branch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Section Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FZI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Vakes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

1946 to 1953 - Worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master Sargeant. My duties consisted of investigating crimes of security nature; member of a cerbat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. Puring this period, I co-authored two text books for the CIC school and revoce one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

19hl to 19h3 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lumber Industry, California

Additional Informatica upon request.

Hereza Elvard Kimsey 3000 Massachusetts Avenue, N. W. Machington 16, D. C. 20016 Telephone FEderal 8-6400

RESUME

I Personal Married - No Children

II Education

- a Granzar School Oregon & California
- b Junior High School Oregon & California
- e High School Oregon & California
- d College Level GED (USAFI) 1948

III Special School and Training Courses

- a U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
- b U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1982
- c U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1946.
- d U. S. Forest School for Timber Disease Control (Elister Rust), Klamath Rational Porest, California, 1946
- e U. 3. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- f Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Background

1962 to Present - Associated as a technical commercial with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of kighly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation. on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

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- 4. 15 April 1945 1 October 1946 Camp Superintendent 100 employees, laborers \$269% per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, & USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Supervised 100-man forest camp for the purpose of controlling timber disease.
- 5. 5 November 1943 15 April 1945 Laborer None \$0.90 per hour \$1.10 per hour Unknown McCloud, California Lumber, McCloud River Lumber Company, McCloud, California- James Herbert, McCloud, Calif. Return to the United States Forest Service. Operated lumber carrier and brakeman on small diesel locomotive.
- 6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts Intelligence NCO Combat Intelligence \$21.00 per month Sergeant Continental Limits of United States U. S. Army \$75.00 per month Supervisor - Unknown

U. S. Army

Honorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

- 7. 1 May 1939 to 10 May 1941 Forest Guard | None \$100 per month Unknown McCloud, California U. S. Forest Service ...United States Forest Service Farl Sullaway, McCloud, California McCloud, Culifornia Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.
- 8. January 1935 to May 1939 Laborer Laborer in lumber : oil industry.

Herman Edward Kimbey 3700 Massachusetts Averue, N. W. Washington 16, D. C. 20016 Telephone FEderal 8-6060

RECUME

I Personal Age No - Married - No Children

II Education

a - Grammar School - Oregon & California

h - Junior High School - Oregon & California

c - High School - Oregon & California

d - College Level GED (USAFI) 1948

III Special School and Training Courses

a - U. S. Forest Service School for Fire Control and Prevention, Chasta Mational Forest, California; 1939 and again in 1940.

b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942

c - U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1986.

d - U. S. Forest School for Timber Disease Control (Blister Rust), Klamath National Forest, California, 1966

e - U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holadird, Maryland, 1946 and 1947.

f - Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Eachground

1962 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,515. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; adviced and consulted with members of Senior Staff components of CTA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1762, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

1966 to 1953 - Worked as a Special Agent (ADS-1301) in the Army's Counter Intelligence Corp in the grade of Master Savgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two text books for the CIC school and rewrote one other. Further, I experienced over 2,000 Lecture hours as an instructor in the basic CIC school and lived and worked three years in two Foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lamber Industry, California

Additional Information upon request.

I. DUTIES AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Questioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Eranch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Continual Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FEI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Makes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers \$2694 per annum \$3021 per annum **SP-7** Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, \$ USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Eupervised 100-man forest camp for the purpose of controlling timber disease.

5. 5 November 1943 - 15 April 1945 Laborer

\$0.90 per hour \$1.10 per hour Unknown McCloud, California Lunber McCloud River Lumber Company, McCloud, California- James Sertert, McCloud, Calif. Return to the United States Forest Service. Operated lumber carrier and brakeman on small diesel locomotive.

6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts Intelligence NCO Combat Intelligence \$21.00 per month Sergeant Continental Limits of United States U. S. Army

\$75.00 per month Supervisor - Unknown

U. S. Army

Monorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

7. 1 May 1939 to 10 May 1941 - Forest Guard \$100 per month Unknown McCloud, California U. S. Forest Service United States Forest Service Earl Sullaway, McCloud, California McCloud, California Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.

8. January 1935 to May 1939 Laborer Laborer in lumber cil industry.

Questioned Document Analyst (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDN consulting and advisory

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the G3-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to G3-14, 1958.

ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE ANSWER ALL QUESTIONS CORRECTLY AND FULLY

20. SPICIAL QUALIFICATIONS AND SKIIJA A. Kind of Energie of Oppith to Clar trample, pilot, teacher, expertered where, bangier, eader operator, C.P.A., etc.) B State or other licensing authority C. Year of hert becase D. Vear of latest fior certificate E. Special skulls you presert and mothines and equipment you can use. The example, that trace radio, multilith, companies, but purch latter latte, transcribing machine, companies, but pauch turred latter transcribing machine, companies or professional decisions. E. Approximate number of words per minute; Industrial machinery (lumber) including Diesel Locomotive (smill); Foreset Laboratory equipment (questioned document); Identi-Fit Upn.; Tech. Intelligence Equipment.

6. Speed qualitations interested in application. For comple, now make important to the not when to put unite reserved, our putent or
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200 Lecture hours at CIC School; Co-author of CIC Fanual and rewrote 2 others; wrote
3 articles and 1 technical book review for "Studies in Intelligence". Mouthand 21. IDUCATION A. Place "X" in column indicating highest grade completed h If you graduated from high school, give date C. Plane and heating of last high school attended 12. UDAFT McCloud High School X 1935 (GED-10'17) McCloud, California Credit hours Years completed D. Name and location of college or university Degree bemenre Quarrer from To Day Hight Hong Quarter Hours Credit E. Chief undergraduste college subjects Quarter Hours Credit G. State major held of study at highest level of college work College Level GMD (UCAFI) 1948 16. Other schools or training the example, trade, rocational, Armed Porces, or business). Give for each the name and location of school, dates attended, subjects studied, certificates, and any infer pertinent data. Chemical Warfare Sch., 103rd Inf. Div. School - Camp Claiborne, In., 1 June 1943 Counter Intelligence Corps Easie Course, Fort Holabird, Fn., 28 Fay 1947; Instructors, Suidance Courses, Ft. Schobird, Murland, 26 September 1947 and again 17 April 1952. 22 TORGIGN TRAVEL 25. FORLIGN LANGUAGES Have you lived or traveled in any foreign Loter toreign language and indi-cate cont knowledge of each by placing "X" in proper column Reading Understanding In time tar In No. If "Yes," give in Item 39 names of countries, dates and leigth of time up no trees and reason or pur-pure (military steems, business, education, or statation). . Mone 24 BELLBRENCES List three persons living in the United States or territories of the United States who are NOT BELATED TO YOU AND WHO HAVE DEFINITE ANOWIELDAR of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Bene 19 PRESENT BUSINESSOR HOME ADDRESS (Number, Street, City, Jone, and State) TULL NAME BUSINESS OR OCCUPATION Dir. Pur. of Iden. Lt. Col. let. Jab. P. C. Tent Christing, laryland 13 Pastmoor Orive Cilver Spring, Maryland FFI laboratory

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Herman Edward Kimsey 3700 Massachusetts Ave., N.W. Washington, D.C. 20016 Telephone: FEderal 8-6400

FERSONAL

Age: 46 Marital Status: Married, no children

EDUCATION

Grammar School - Oregon and California Junior High School - Oregon and California High School - Oregon and California College Level GED (USAFI) 1948 Special Schools and Training Courses:

- 1. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
- 2. U.S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
- 3. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California, 1945.
- 4. U.S. Forest School for Timber Disease Control(Dlister Rust) Mamath National Forest, California, 1946.
- 5. U.S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- 6. Instructor Guidance Course, U.S. Army CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

EMPIRICAL BACKGROUND

From 1962 to present, I have been associated, as a technical consultant, with Security Associates, Inc., Washington, D.C. specializing in commercial and industrial security.

From 1953 to 1962, I was an Intelligence Officer with the U. S. Government, Central Intelligence Agency (Annual Salary \$11,415, GS-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with Senior Staff components of CIA; delivered numerous technical briefings to both U.S. and foreign police and intelligence services; initiated and maintained liaison with other U.S. Government components; activated and directed research projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous ether agencies engaged in police and intelligence.

I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that

Prom 1946 to 1953, I worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master/Sorgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two textbooks for the CIC School and rewrote one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC School and lived and worked three years in

1945-1946 I held the position of Camp Superintendent of a 100-man forest camp engaged in timber disease control, U.S. Forest Service, California. 1941-1943 Military Service, U.S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939-1940 Forest Guard, U.S. Forest Service, California

1935-1939 Lumber Industry, California Additional information upon request

Herman Edward Elmsey 37 - Hassrchusetts Äve., H. W. Washington 16, D. C. (20016) Telephon: FZdoral 8-6406

RESIDE

I Personal -

Age 46 - Harried - Mo Children.

- II Education
 - a Grammar Sel. sol Oregon & California.
 - b Junior High School Oregon & California.
 - c High School Oregon & California.
 - d College Level CED (USAFI) 1948.
- III Special Schools and Training Courses
 - a U. S. Porest Service School for Fire Control and Prevention, Shasta, National Porest, California: 1939 and again in 1949.
 - b U. S. Army Chemical Harfare School for Instructors, Comp Claiborne, Louisiana, 1942;
 - c U. S. Forest Service School for Fire Control & Prevention, Shasta, National Porest California, 1945.
 - d U. S. Porest School for Timber Disease Control (Blister Rust) Klamath National Forest, California, 1246.
 - e U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
 - f Instructor Guidance Course, U. S. Army CIC School, Fort Helabird, Maryland - 1947 and again in 1952.

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1965-1966 I hold the position of Camp Superintendent of a 100-man forest

camp engaged in timber disease control, U. S. Forest Service, California. 1241-1243 Hilitary Service, U. S. Army, Intelligence SCO, MOS 631, Combat Intelligence.

1939-1930 Porost Guard, U. S. Porest Service, California. 1935-1939 Le Per Industry, California.

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Countinged Document Analysis - Co-12 (Scotlan Chief) - page 2.

b. Section Chief participated in catablishing document analysis facilities in foreign governments and present plans call for continuation of this TDY occupating and advisory work.

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III. QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1377.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

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CENTRAL INTELLIGENCE AGENCY

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Er. Herman F. Kinsey	•	11 Pec 1	હાક	!	25 Feb 1955
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Mr. Berenn B. Riccoy		llDec.	1916		29 Aug. 1953
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KUNEY, Herman Edge		30 August 1952
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7 March 1962		
1	BY SUPERVISOR	
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Subject continues to perform his duties as Supervisor of chairful complex A&R activities in a competent manner. His knowledge of the lechnical aspects of his Sections' many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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ECTION C EVALUATION OF OVERALL PERFORMANCE IN CURREN				
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- 1	DW DIE STEEVING This report is designed to help you express your evolution of your subordinate and to trens- this evaluation to your supervisor and senior officials. Organization policy requires that was inform the subordinate where he stands with your trensteaders.
-1	nate where he stands with you. Completion of the esport can help you prepare for a discussion with him of he strengths and weaknesses. It is also prepared to make you prepare for a discussion with him of he
-1	under conditions apportion in State of the second to the employee exce-
1	any mostion. If this is the initial report on the embryee, it must be completed and forwarded to the Office of
ı	scotion a
ъ.	1. NAME (Last) (Frank)
ı	KIMSEY Manual P 1 10 10 10 1 4. Seasing District
ŀ	S. office person season of assessment 6. Office a position file.
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r	1. CRACE 8. CATE REPORT OUT IS OF DEVISIONS. PERIOD COSSERS BY THIS PEPPER (Inclusive dates)
I	GS-12 23 December 1956 22 December 1955 to 23 December 1956
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ı	(Check one) (Specify).
I	SECTION B. CERTIFICATION
Г	. IN THE RATER . THIS REPORT DEL MAS .
L	NOTE THE INDIVIDUAL PATED. IF NOT SHOW, EXPLAIN BRY
•	CHECA (X) APPROPRIATE STATEMENTS:
x	THIS REPORT RESISCES WE GRE OFINIONS OF THIS INDIC. IN INDIVIDUAL AS ALSO TO A CO. T. C. T
Ľ	riegas.
Г	THIS REPORT PROJECTS THE COMPUTED OPINIONS OF WINES
L	and passions supervisors.
	MANA PERCUSAGE BITS THE THE THE THE AVERTOR
X	
e) ,	THIS CATE . C. TYPED ON PRINTED NAME AND SIGNATURE OF SUPERVISOR D. SUPERVISOR'S CETICIAL TITLE
	3-0-57 JOSEPH F. MARZEN (JACK)
2.	FOR THE REVIEWING OFFICIAL: BECORD AND SUNDIANTIAN OFFICE OF UPINION WITH THE SUPERVISOR, OR ANY OTHER IN-
	THE THE ONDERSTANDING OF THIS REPORT.
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	retify that any substantial difference of opinion with the supervisor is reflected in the above section.
	thing is, special title sectioning oreitial
_	//C/155/AUTH
_	JOB PERFORMANCE/EVALUATION
	MATING ON GENERAL PERFORMANCE OF DUTIES
i n	ECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed duties during the rating person. Compare him ONLY with others during similar work at a similar level of responsitivity. Factors other than productivity will be taken into account later work at a similar level of responsitivity.
ib	ility. Factors other than productivity will be taken into account later in Section D.
_	1 . DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.
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and ability to perform	n document analysis, questioned document	
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FOR D	ČE ALMINISTS	PATTER AND LOND.	
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ment .	ik Surkeviji) and peravin	OR. This report is a privileged communication to your supervisor, and to appropriate care of officials concerning the potential of the employer below sated. A interpretate care	er menng
ners n	THE CONTRACTOR	e atten the collect to the collect the collection of the collectio	Art U.I. Law
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Ac THIS		THE OR PRINTED NAVE AND SIGNATURE OF SUPERVISOR C. SUPERVISOR'S DEFICIAL TIME	
	3-6-57	IOSEDUE Managerill /// //	
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FITNESS REPORT	
The Fitness Report is an important factor in agency personnel management. It seeks to provide 1. The agency selection hourd with information of value when considering the application of an individual for membership in the career service; and 2. A periodic second of job performance as an aid in the effective utilisation of personnel.	,
INSTRUCTIONS	
TO THE ADMINISTRATIVE OR PERSONNER, OFFICER: Consult current administrative instructions regarding the rests	#115
DIRE SUPERVISOR: Rend the entire furm before attempting to complete any item. As the supervisor shy see directs and reviews the work of the individual, you have primary responsibility for evaluating his strongths, nesses, and on-the-job effectiveness as receased by his day-to-day activities. If this indisting his strongths, your supervision for less than jo days, you will collaborate with his previous supervision for less than jo days, you will collaborate with his previous supervision. The activities sure the recoil the period this individual has been under your supervision, you have discharged your supervisory responsibiles by frequent discussions of his such, so that in a general way he knows where he stands.	on aborder
A LIN Report due Le Blete 903 12 Dec 56	
- IT IS OPTIONAL MIETHER ON NOT THIS PITNESS REPORT IS SHOWN TO THE PERSON DELEGE DATED	
SECTION I (To be filled in by Administrative Officer)	
KIMSEY HERMAN E. II Dec 1916 M DT	/ 6
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10. IF FIED, SPECIFY STATIONS	
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22 Dec 1955 23 Dec 1954 to 22 Dec 1955	
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Chief. And ysis and Remarch lientell (SARD 1 February 1954) in order of requency):	. 7
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SECTION 111	\neg
Certify that, during the latter half of the period covered by this report, I have discussed with the reled icds ideal the manner in which he has performed his jub and provided suggestions and criticisms wherever needed. I describe the his understanding of my evaluation of his performance is consistent with my evaluation of him as existence of him as existence of him as existence of him as existence during the report period has been unsatisfactory, there is attached a copy of the memorandum extraction of missisfactory performance.	: [
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11 carries or serie (Papluyes's imperfactor supercious)	.
29 November 1955 CHARLES YECH, JR. Charles Bish	
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			SECTION	11						
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OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND			===			!								==
CONTINUOUS SUPERVISION.								<u>}</u> _				!-		
50: A GOOD SUPLAVISOR.			SECT	ION Y										<u> </u>
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Broad knowledge of technical aspects of intelligence and counter-intelligence work, particularly in the authentication field.

B. BHAT ARE HIS OUTSTANDING WEARNESSEST

Excessive enthusiasm in his own field which causes him to "overtalk" occassio ally; at times this results in an unconscious reaction by his hearers to give information he is passing on a lower professional evaluation than is justified.

C. INDICATE IF YOU THING THAT ANY TINGLE STRINGTH OR	n ilita lai
The state of the s	of anning delations are other consequentions.
See "A" above.	BEFICE OF PERSONNEL
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D. UO TOU FITE THAT HE BEQUIRES CLOSE SUPERVISIONS	X 1 C Oic 9 2 12 PH '55
Continued contact with questioned docur	nent profession; no formal training in this
field available. Training in managemer	it and/or broad operational administration wi
- Dersonnil eitention (mobile land momentum	
teport but which have a bearing on effective utilization.	tic habits or characteristics not covered elsewhere in the office dispersion):
and the state of the second confidence becomes a part of the second seco	TION VI
Read all descriptions before rating. Place "X"	in the nest appropriate bet under subsections A.B.C.AD
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Haved upon what he has eard, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	1. MAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
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3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- BIONALLY REVIELS SOME AREA OF WEARINGS. 4. PERFORMS DUTIES IN A TYPICALLY COMPLIENT, EFFECTIVE MANNER.	3. FENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY., BOTHERED BY MINUR PHINTRATIONS
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	PLACE BUY IN THE AGINCY.
DIRECTIONS: Considering others of this person's grade and type of assignment, how sould you rate him on potentiality for assumption of greater responsibili- ties normally indicated by promotion.	Or Distritors: Consider everything you have shout this person is making your reting, whill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1. HAS BEACHED THE HIGHEST GRADE LEVEL AT SHICH SATISFACTORY PENFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
2. IS MARING PROGRESS, BUT NEEDS MORE TIME IN PRISENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN SE RECOMMENDED.	2. OF DOUBTFUL SUSTABLETY, BOULD NOT HAVE AC- CEPTED HEM IF I HAD RADGE MAT I KNOW NOW.
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE MEAT HEGIER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	1. A BARSLY ACCEPTABLE EMPLOYEE, GEFINITELY BELOW AVERAGE BUT WITH NO BEARNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE MERT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE MERT	4. A TYPICAL IMPLOYEE, HE DISPLAYS THE SAME SUITA- BILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENTY. 5. A FINE IMPLOYEE - HAS SOME GUISTANDING
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FITNESD REPORT	
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TO THE ADMINISTRATIVE OR PERSONNE, OFFICER: Consult current educative instructions regarding the initia and transactive of this report.	1101
TO THE SUPLEMPTON: Read the entire form before attempting to complete any item. As the supervisor who assidirects add reviews the with of the individual, you have proved prespectability for evaluating his etrengths, we nesses, and norther out effectiveness as revealed by his divisions of its result of this individual has been up your supervision for less than 35 dees, you sill collaborate with his previous supervisors to make sure the region of accurate and adopted. Primary responsibility rate with the content supervisor. It is assumed that, through the period this individual has been under your supervisor, you have discharged your supervisory responsibility that he had not supervisor, the sent of the supervisor of his work, so that in a general set to be one where he stands.	esh- nder port ush-
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C. INDICATE IF FOR THEN THAT ANY STRUCK STRENGTH OF	PLANTES OF THE LOVE ALL
None	THE CONSTITUTE CONSTITUTE
None	
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D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION!	X an yes, anys
No	·
E. BHAT FRAINING DO YOU RECONNEND FOR THIS INDIVIDUAL!	
None at present.	
. Other country (Indicate dece general traits, speci	lic habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utiliz-	ation of this person):
	CTION VI
Read all descriptions before rating. Place "X"	in the most appropriate box under subsections A,B,C;&D
DIRECTIONS: Consider only the shill with shich the person has perfureed the duties of his job and rate	C. DIRECTIONS: Based upon what he has said his section
him accordingly.	and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	l
INCOMPETENT.	1. HAS AN ANTAGONISTIC ATTITUDE TOBARD THE AGENCY BLL DEFINITELY LEAVE THE AGENCY AT THE FIRS
2. BARELY, ADEQUATE IN PERFORMANCE! ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE	OPPORTUNITY.
OFTER FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY INKED BY RESTRICTIONSREGARDS AGENCY AS A
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA-	TIMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY PLYEALS SOME AREA OF MEANINGS.	3. TENOS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS OUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	THE AGENCY. BUTHERED BY MINUR PRUSTRATIONS
3. A FINE PERFORMANCE CARRIES OUT WANY OF HIS	4. HIS ATTITUDE TOWARD THE AGENCY IS INDISESSED.
RESPONDIBILITIES EXCEPTIONALLY RELL. 8. PERFORMS MIS DUTIES IN SUCH AN OUTSTANDING	HAS "MAIT AND SEE!" ATTITUDE #OULD LEAVE IF
MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS FHOME TO THE RATER.	SOMEONE OFFERED HIM SOMETHING BETTER. 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY
THIS INDIVIDUAL BETTER QUALIFIED FOR BORN IN SOME	. MAKES ALLOWANCES FOR PESTRICTIONS IMPOSED BY
HER AREAT TO THE YES, BHATT	WORKING FOR AGENCY. THINKS IN TERMS OF A CA-
•	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY. BARRING AN UNEXPECTED OUTSIDE OPPOR
	TUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
•	CAREER IN THE AGENCY. 7. HAS AN ENTHUSIASTIC ATTITUDE TORARD THE AGENCY
	. FILL PROBABLY NEVER CONSIDER MORKING ANY.
•	PLACE BUT IN THE AGENCY.
DIRECTION	
DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	D. DIRECTIONS: Consider everything you know shout this
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ties normally indicated by promotion.	conduct on the job, personal characteristics or habits, and special defects or talents.
T. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	l
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
PRESENT CHADE BEFORE PROMOTICAL TO A NICHER	2. OF DOUBTPUL SUITABILITY BOULD NOT MAYE AC. CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	A BARELY ACCEPTABLE EMPLOYES, DESIGNATELY DELON 1
THAT PIWILE GRADE, BUT MAY NEED TRAINING IN 1	AVERAGE BUT WITH NO REAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
4. WILL PROBABLY ADJUST QUICKLY TO THE HOAR	1 4. A TYPICAL EMPLOYEE, ME DISPLAYS THE SAME BULLA !
NESPONSIBLE DUTIES OF THE NEXT MICHOLOGICALDS	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
MIGHER GRADE.	5. A FINE EMPLOYEE . HAS SOME OUTSTANDING
4. AN EXCEPTIONAL PERSON BHO IS ONE OF THE FEB	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
MHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	REQUIREMENTS OF THE AGENCY.
1	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR AGRA
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designature and insta	n ilita i vi dodument	self-expression. He had intelligence through wi	de field experience
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SECRET SECURITY INFORMATION

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Acceptance of responsibility, thereughness, easerness to war new techniques and
ideas, cooperation.
13. ON MAR ASPECT OF PERSONNANCE SHOULD THIS SENSON CONCENTERES EFFORT FOR SO I PROPORTINENES
Wider knowledge of Graphic Arts mechanical techniques, are personal of new techniques
in practical documentation.
IN. COMMENT ON THIS PERSON'S ADILITY TO HANDLE GREATER RESPONSIBILITIES NOW 30 , on the FUTURE.
Has capacity to handle greater responsibilities, especially in technical or associated
training activities.
15. ARE THERE OTHER DUTIES BAICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Pagements appropriate reassignment, if possible.)
Possibly, at present feets he is performing walkable services to Agency which heretofore have received little support; charged who secument reproduction and operational analysis, research.
16. WHAT TRAINING OR ROTATION UP TOU RECOMMEND FOR THIS PERSONS
None at present; continued widening of his present knowledge of advanced techniques in document experimation and
F. IF PERFORMANCE QURING REPORT PERIOD HAS BEEN UNSATISFACTORY, INTERE IS ATTACHMED MORE OF MEMORANDUM NOTIFEIRG THIS PERSON OF UNCATIONALIZED PERSONANCE.
6. THIS PENSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON FRACONTIL. ADDITIONAL COMMENTS INCLUDING COMMENT ON TEEMS 7, 8 AND 9, ARE SHOWN BELCA UNDER THE 20.
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SECRET Security Information

Name: Last, First Middle

TO:

All C. I. A. Personnel

FROM:

Personnel Director

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate a data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

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flouge & Milm George E. Meloon Personnel Director

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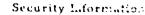
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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

Office Position	
Office GARD/TSS Position Title: ==	
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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) See Military Work but to make Siece XVI

From May 46 To Oct. 46 Tot. mo's 5	Exact Title of your position Carp Supt.
From May 46. To Oct. 16 Tot. mo's 5 Classification Grade (if in Federal	
Service) SP-7 Salary \$3021.00	Description of Duties: Timber disease control,
Number and Class of Employees	diciting forest fires, camp administration (food,
Supervised: 100 laborate skilled.	zav. project records, etc.)
Employer H. R. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Forestry	Duty Station if overseas:
From Apr 1.5 To apr 1.6 Tot. mo's 12 Classification Grade (if in Federal	Exact Title of your position Camp Supt.
Classification Grade(if in Federal	
Service) OPC 7 Salary \$2694.96	Description of Duties: Hazard Reduction project,
Number and Class of Employees	freeing forest fires, camp administration, (food,
Supervised: 35 laborers	ray project records, etc.
Employer H. S. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	. 4
utility) Forestery	Duty Station if overseas:
From _{Oct. 14} To apr. 45 Tot. mo's 7 Classification Grade (if in Federal	Exact Title of your position Brakeman
Classification Grade (if in Federal	
Service) Salary\$1.10 per hr	Description of Duties: Brakeman on Deisel loco.
Number and Class of Employees	
Supervised: none	
Employer Coloud River Lbr. Co.	
Kind of Business or organization	
(i.c., paper products mfr, public	
utility) (webox	Duty Station if overseas:
Fromune 14 10 Oct 14 Tot. mo's 4	Exact Title of your position Laborer
Classification Grade(if in Federal :	
Service) Salary 590,00 + Lyper	Description of Duties: Working with horses, cattle
Number and Class of Employees	and crops.
Supervised: none	• .
EmployerBrown Shasta Ranch.	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Horse racing and breeding	Duty Station if overseas:
From nec 13 To June Wifot. mo's 7	Exact Title of your position laborer
Classification Grade (if in Federal	
Service) Salary 390 per hr	Description of Duties: Handle lumber & Operate
Number and Class of Employees	racrines.
Supervised: none	
Employer McCloud River Lbr. Co	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Lumber	Duty Station if overseas:
	C C C D C C

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3

Sec. II. Far. 2.
From 10 Year 10'1 Workshor 10h3 Total Conths 30 Hillitary Carvice
From 5 Oct 1940 to 10 May 1041. Total months 7. Classification Prace (If in Federal Tervice) Selary75 per 6 Mumber and class of employees supervised None Employer Telloud River Lumber Co. Kind of Rusingss Fember
Exact Title of your positionBrakeman Description of OutlesBrakeman on a diesel locomotive. Duty Station if Overseas
From 1 May 19h0 Tol Cet 19h0 Total Months 5 Glass. Grade (if in Federal Service) Wak Salary 3160.00 per mo. Number and Glass of Employees Supervised 10-20 laborers
Saployer U.S. Forest Service
Kind of Business Forestry Exact Fitle of your Testition Forest Bused
Description of your duties Suppression and provestion of Forest Fires, enforcement of Forest Laws, & maintainance of Forest & equipt
Suby station if overseas
From 1 Get 1939 Tol May 1940 Total months 7 Glass. Grade (If in Federal Service) Salary 0.65 cer hr. Humber and class of employees supervised Mone
Miployer Count River Lumber Company Mind of Sudiness Lumber
Exact Title of your position <u>Brokeman</u> Description of your duties <u>Brokeman on diesel locopotive</u>
Duty station if oversess
From 1 May 1939 TO 1 Oct 1939 Total Wonths 5 Class. Grade (if in Federal Gervice) Walk Salary S100.00 per month. Number and class of employees supervised 10-20 laborers
Taployer US Forest Service
Min'l of business Tower's
Exact title of your position Forest Guard Pescription of your duties Suppression and prevention of Forest
Duty station if overseas



From 1 Oct 1938 To 1 Jan 1939 Total Months Unemployed

2

are any search to	·
From 1 Jan 1920 To 1 May 1939 Oleas, Oredo (If in Federal C	Total Nonths h
Class. Oredo (if in Vederal C	Salary 0.0% per to
Number and class of Employees	supervised lione
Employer McCloud Miver Lugber Mind of Burlings	Company
Hind of business	£ 131 133933
Exact Title of your position	ווייייייייייייייייייייייייייייייייייייי
Description of your duties	implement on a deisel locomotive
Duty stabion if overseas	

Fromc May 1037 To 1 Cot 1038 Total Months Class. Grade (if in Federal Corvice)	5
Class. Grade (if in Federal Terrice) Emmber and class of Employees supervised	Salary 150.00 per mo. Yone
Amployer Union 011 Company Kind of business 011	
Exact Title of your position Policy tank-to Description of your duties. Sale and delive	mick salesman. bey of oil & masoline to
stations. Duby station if overseas	
Tel 2027 Tel 42-42 7022 Tel 22	20
From Feb 1935 To /pril 1932 Total months Class. Orade(if in Federal Service) Number and class of employees supervised	alauy 0.50 per hr None

Employer Collord Siver Fundar Company
Kind of Dusiness - Europe
Exact title of your position - Brakeman
Description of your duties - Brakeman on dievol lecomolive.

Duty station if overseas.





SEC. II. WORK ENPERIENCE (CONT'D)

3. Special Work Experience: Check you may have been employed. 01 U.S. Secret Service 02 Civil Police (Forest Service) 03 Military Police 04 U.S. Border Patrol 05 U.S. Narcotics Squad 06 FBI 07 Criminal Investigation Div. 21 Office of Naval Intelligence	24 Air Force A-2 25 Foreign Econom 26 Y Counter Intellige 27 Immigration & P 28 Strategic Service 29 Foreign Service 30 Central Intellige	nic Admin, ence Corps Naturalization es Unit , State Dept.
22 Office of War Information	32 Coordinator of In	dormation
23Army G-2	33 Office of Facts &	
20 Office of Strategic Services	34 Board of Econon	nic Warfare
SEC. III. FOREIGN LANGUAGES	35Federal Commun	ications Comm.
List below the foreign languages in whi	ah wan hama dama adama.	
include uncommon modern languages.	Check (X) your competer	conce. Be sure to
, and a second s		ice and now acquired.
	COMPETENCE	HOW ACQUIRED
	, A	Trory VCori
	ent to but obvious state for the forth for the forth forth for the for	Occupation 21c, 25 car etc.)
LANGUAGE	Equivalent to Native Fluent Fluent but ob Foreign * Adequirte for Research ** Adequate for Travel Limited Knowledge	Native of Country Prolonged Residence Contact (Parents, e Academic
Hapanese	X	X
		
* If you have checked 'Fluent' for a languand written form (e.g., Arabic), explain	age that has significant d n your competence herein	itterence in spoken
**Specialized Language Competence: Des involving vocabularies and terminology cations, and military fields. List the la	in the scientific, engine	ering, telecommuni-
- CEC	RET	
JEC	1017 4	

SEC, IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Which Knowledge Was Aquired (check (X) one)			
	Etc.	Haridame	Fravel	Study	
Japan	19/Pe19/9	एटट प्रमुग्ना व स			
	1950-1950	Y			
	1951-1951	Х			
Zoroa	1950-1961		X (wan)		
			- 		

2. Specialized Knowledge of Area

List speculized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	The second second second	
Country	Type of Knowledge	How and When Gained
		4
	 	
•		

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill :	Per Cent of Time Used	Not Used	WPM (Appro Proficiency)				ignme Otten	
Typing	1.	2.		1.		Yes	2.	No
Shorthand		4.		1.		Yes	2.	No
Shorthand S	Systom: 1.	Manual 2.	Machine 3.	Speedwrit	ing.			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such
	Horses, swisming, archery, boating, photography, and wearons,

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which
Mort hold was make a public.
tare the same for identification
Yourstoan, Ohio

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SEC. VIII. PUBLICATIONS				<u></u>
continuation (non-liction) pro	fessional	or scien	tific art	icles,
I amount interset subjects current events, etc.	netion; r	iovers, s	HOLL STO	ries, etc.)
of any published materials of which you were t	uthor or (co-autho	r.	•
of any published materials of which you				-
Co-suther of 2 text books at the County	n listelli	rence Cor	n School	
Co-suther of 2 text books at the tourist	ration and	Descript	ion	
	al Eviden			
	andbook fe	or CIC As	ents.	
Co-suther of the GIC Investigator. Al	TOTAL STATE OF THE	XAXA.V.		
SEC. IX. INVENTIONS				-
Describe any devices you have invented as to t	ype of wor	rk for wh	ich inte	nded
and whether patented.	•			
Device	·	ŀ	atented	
DUVICE	(1)	Yes	(2)	No
	105	Yes	(2)	tio
	105	Yes	(2)	No
SEC. X. CIA TESTS Describe below the type of tests which you hav Type of Test	e taken in	CIA:		Taken
Personnel Chialification Tests			Nov 1	913
SEC. XI. PHYSICAL HANDICAPS	•			
List any physical handicaps you may have.				
List any physical manueaps you may				
SEC. XII. OVERSEAS ASSIGNMENT				
Are you willing to accept periodic tour of duty	overseas?			
(1) 2 year Tour y (2) 4 year Tour y (3) 1	Vot intere:	sted .		
(1) =)(1)				
			•	
SEC. XIII. WORK ASSIGNMENT	ton what a		ne in Ci	A do
In view of your total experience and education,	tor what e	taarkume		7 40
you think you are best qualified?				
Operational or instructions disa Cibi	Ide-After	CALLEST A	وعصمتك تنا	sixpece -
puscep deposits there see tre	untentia.	-		

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EC. XIV, WILITARY STA	.TUS		
A Charles Legals Status			- No
Have you registered t	inder the Selective Seri	vice Act of 1948?Yes_	<u></u>
If yes, indicate your	present draft classifica	RUON	
			į
2. Present Reserve or I	lational Guard Status	Man at No.	1
Do gou now have Rese	erve or National Guard	Status Yes X No.	
If yes, complete the	ollowing.	,	
1 National Guard			
and the second con-	ard	6 4 64	
3. Estive Reserve	Status (member of ork	anizea unity	
4. inactive Reserv	e Status		
		t o - o time	ı
Service	Grade	Location	
•			1
Reserve Unit with wh	ich currently affiliated		
	. At		
Service Mobilization	Assignment, if any		
	da if haann		ŀ
Location of Service F	lecords, il known		
EC. XV. CIA TRAINING	rses or subjects you hi	ive taken while in the CIA.	
Course or Subject		(from) Dates (to)	Hours
EC. XVI. REMARKS			
lise this space to ind	icate any other qualific	rations you may have which	iyou do
a diamental and a second	**************************************	こうよせき といく コンチ・バン・シャー・ブラン・コロ	11 tal g
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type laboratory	which specialized in d	ocurent exmannation, number	1. 07
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e "mal of Six (6) years in ClC Uto	hast rent Pactor Caerwant	
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	perience with 5-2 Secti	on. Combat Intelligence, 1	nterpertat
	of Information,		
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CERTIFICATE OF ATTENDANCE

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I certify	that on	IDATET	. 1	havo	attended
	Indoctrination				
25-1.	· -				•

Menman C. Henry ?

DEC 1951 51-121

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STANDARD FORMS \$1 FEE YOUR AUGUST 1903 PROMILES FOR MET OF TERMOS COMMISSION FEEDER PERMOSES MEMOLE

APPOINTMENT AFFIDAVITS

	ness appointment affidavits, you should read and understand the ched information for appointed.
CIA	
(Empertment or agency)	(Dursa or division) (17a e of employment)
I, Berma E. Kinsey	
A. OATH OF OFFICE	
domestic; that I will bear true faith	enstitution of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely urpose of evasion; that I will well and faithfully discharge the out to enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTI	IVITY AND AFFILIATION
that advocates the overthrow of the Canconstitutional means or seeking by Constitution of the United States.	et. I do not advocate nor am I a member of any organization Government of the United States by force or violence or other force or violence to deny other persons their rights under the I do further swear (or anirm) I will not so advocate, nor will ation during the period that I am an employee of the Federal
. AFFIDAVIT AS TO STRIKING ACAINS	T THE FEDERAL GOVERNMENT
o engage while an employee of the G n organization of Government emplo	cainst the Government of the United States and that I will not sovernment of the United States; that I am not a member of overs that asserts the right to strike against the Government act, while a Government employee, become a member of such
. AFFIDAVIT AS TO PURCHASE AND S	ALE OF OFFICE
I have not paid, or offered or pron rm or corporation for the use of influ	mised to pay, any money or other thing of value to any person, sence to procure my appointment.
. AFFIDAVIT AS TO DECLARATION OF	,
The answers given in the Declar	ration of Appointee on the reverse of this form are true and
orrect.	
65 M 1 B	and the second
23 Horch 1953 (Date of cutronic on Guly)	Blennan & Demoule
	(September 1)
	23ml Nameh tea
abscribed and sworn before me this	day of Sarch , A. D. 19 73,
Washington D.C.	
(City)	(State)
· ·	<u></u>
[SEAL]	6 mm 26 4 26 c
	5 USC 16 & 16a

DECLARATION OF APPOINTEE

This form is to be complet declaration will be grounds for criminal offense and will be pr	r candellation o	fapp	rlica	ity. tign o	Answer a or disinisa -/- //	ill questional after a	ns. Any fo posintment	ilse statem Imperse	ent in mution ZZV	this is a
I, PRITTY ADJUSTS, (street and number, out	The stage of Birth Sei	, S. J.		Y VV	Wo	shing	tor, L	<u> </u>		
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INDICATE "YES" OR "NO" ANSWER B IN PROPER COLUMN	PLACING "X"	YES	ко				D ANSWERS TO			APPLY
B. ARR YOU A CITIZEN OF OR DO YOU ONE ALLEGIANCE		X				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
s, ARE YOU AN OFFICIAL OR EMPLOYEE OF ARY STATE, MURICIPALITY!			X							
7. DO YOU RECEIVE ANY ADMITTY FROM THE UNITED CELLMING GIVERNAMEN ONCE ANY RETERMENT OF OUR ANY RETERMENT OF THE MANAGEM	act on any person on The land of returnment, seen of returnent of seenes: smount of		X							
SCINCE YOU FILED APPLICATION RESULTING INTHIB BITS DISCUSSED, OR FORCID TO PESSON, FOR W FACIOUS DEWICE FROM ANY POSITION. If your answer is "You", give in Item 10 to of employer, date and reason in each co	HINDAG AT DRUGGER		X				· · · · · · · · · · · · · · · · · · ·		••••••	
A HAVE YOUR BEEN APPETIZED (WIT INCLUDING TO WHICH YOU WILL THED BY OR LESS, ON FOREITH LESS) SINCE YOU RELD APPLICATION RESULTING I II YOUR ANSWER IS "'YOU". But All sinch or Give in each case. (I) The date. (I) the re availation; (I) the name and histories penalty imposed, if any, or other days if appointed, your fingerprints will be to	noon under Item 10. In the court of the off the		χ							
	INCTONOT.	ON'C	70	100011	ITING OF	EICER				

INSTRUCTIONS TO I The appointing officer before where the foregoing certificate is made shall determine to be own satisfaction that this approximate wave be in conformance with the Civil ference Act, spile and Conditione Kales and Regulations and serie of Congress pertaining to appointment.

This form should be riched for holding of office, pension, suitability in conperious with any record of recent discharge or arrest, and particularly for the following:

14 00000

following:

(1) Identitie of appointes—It is the duty of the appointing officer to guard agonst increasiation and to determine beyond reme each country that the appointer is the same person whose appearment was a structure). The appointer is appeared and handwriting are in the compared with the applications and or other fortunant papers. If the appearance must be application, the upper up on this form should be compared into the appearance not the spiriture of appearance must be considered in the appearance must be choosed agonstic on my appearance must be choosed agons the product of

PPOINTING OFFICER

(7) Age —If definite ego limits have bemoestablished for the position, is should be determined that applicant is not outside the age tange for appearance. Until social determines on a made, the appointment new not be consumeration. On the specializing officer is responsible for observing the citizenship pero access of (1) the Civil Service Rules and (2) appropriation in the Serm of Locastitutes an abilitiest for both purposes and is acceptable proof of citizenship risties in the absence of conflicting existence. In the obtaining the exposuration as the extension of the Civil Service has been easier that the extension of the Civil Service Act provides that whenever treat are already two or more members of a family setting under probational or generated the composition of the civil service are acceptable that whenever treat are already two or more inemters of a family setting under probational or generated the composition of the proposition of the composition of the civil service are already in about the composition of the civil service are already in the composition of the civil service are already in the composition of the civil service are already in the composition of the civil service are already in the composition of the civil service are already and the civil service are already and the civil service are already and the civil service are already and are and appropriate when all the Civil service Commissions by decisions.

STANDARD FORM 144 (AND FORM THE COMMISSION FOR DEACHERS LEAD RE STA	TEMENT OF PRIO	R FEDERAL AND	MILITARY SE	RVICE		
IMPORTANT: The information on this for reduction in force through IV.	form will be used in de . The employee should	termining creditable so d complete Part I and	rivice for longa politice Personnel O	urposes : fice shoul	ind retent d complet	ion credit te Parta I
PART	PART II -THIS COLUMN I					
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CIA	53 May 23				نه (سر	2
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E YOU:	· · · · · · · · · · · · · · · · · · ·	A all	PULA	E. AETENTIC TES	N RIGHTS	
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DEL EXECUTED BEFORE A NOTARY PUBLIC ON I	OTHER PERSONS AUTHORIZ	FO TO ADMINISTER DATES best of my knowledge	and belief	 -	<u></u>	
23 March 53		//	· AL	//	_	

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PART III.--DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

			11193	MONTHS	2413
TOTAL SECURE AT A SECOND					-
TOTAL SERVE (Hem 12)				-	
NORCPEDITIESLE SERVICE (Item 13)					1
CREDITABLE SERVICE (Loave pur	(poses)				1
ENTRANCE ON DUTY DATE (Present as	dency)		- 5.3	3	22
LESS CREDITIONE SERVICE (Lours purp		_		3	170
			1.3	12	10_
SERVICE COMPUTATION DATE (LA	Are purposes)	annonnymminations:	72	-	3
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	PART IV ACTERMINI	NG CREDITABLE SERVICE			
	AND SERVICE COM	PUTATION DATE FOR			
•	DECUETION IN	50705 Business			
(To be completed	REDUCTION IN	FORCE PURPOSES			
(To be completed in force ;	REDUCTION IN	FORCE PURPOSES he amount of creditable servinount creditable for leave p	lee for reduc	tion	
(To be completed in force ;	REDUCTION IN	FORCE PURPOSES	rice for reduc urposes)	tion	
in force į	REDUCTION IN	FORCE PURPOSES	rice for reduc urposes)	MONTHS	42
	REDUCTION IN only in these cases when the a purposes differs from the a	FORCE PURPOSES the amount of creditable servinount creditable for leave p	urposes)		47
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TOTAL SERVEE (Item 12)	REDUCTION IN only in these cases when the a purposes differs from the a	FORCE PURPOSES the amount of creditable servenume creditable for leave p	YLAR's		217
TOTAL SERVIZ (Item 12)	REDUCTION IN only in these cases when the a purposes differs from the a	FORCE PURPOSES the amount of creditable servenume creditable for leave p	YLAR's		49 -
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TOTAL SERVEZ (Item 12) NONCREDITABLE GERVICE (Item 14) CREDITABLE GERVICE (RIF purpose)	REDUCTION IN only in those cases when the a purposes differs from the a	FORCE PURPOSES the amount of creditable servinount creditable for leave p	YIAR		OI TO
TOTAL SERVICE (Item 11)	REDUCTION IN only in these cases when the a purposes differs from the a	FORCE PURPOSES the amount of creditable servinount creditable for leave p	YIAR		Cd 79
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CONFIDENTIAL SECURITY INFURNATION

SECURITY APPROVAL

Date: 6 Feb. 1953

TO: Chief, Covert Fermonnel Division

Your Reference: 1-2594

FROM: Chief, Security Division

Case Number: 71129

SUBJECT: KIMSEY, Herman Edward

1. This is to advise you of security action in the subject case as indicated below:

Security approval to granted the subject person for access to clausified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional eleganace for full duty with CiA under the provisions of paragraph H of Regulation 10-9

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the E.O.D. procedures.

E. P. Goiss

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CONFIDENTIAL

FORM NO. 38-101

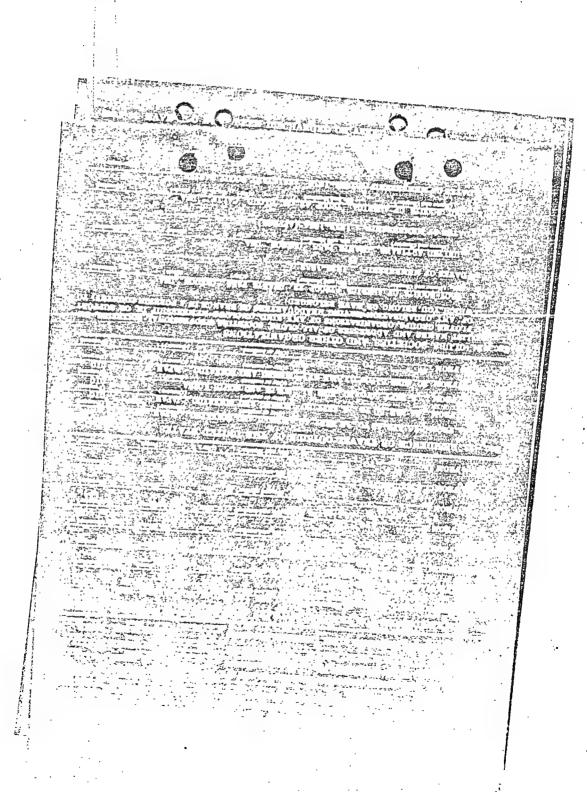
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RECORD OF
PREVIOUS GOVERNMENT
SERVICE RETURNED TO
FEDERAL RECORDS CENTER IN
ST. LOUIS, MO.

DATE

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